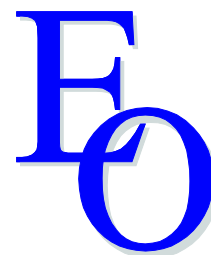




# The Fort Leonard Equal Opportunity Program News



Volume 1 ~~EO~~ assistance line 596-0602 ~ EO assistance line 596-0601 November 2000

## Civilian EEO information



**Dear Ms Mille,**

How is it determined whether or not a work environment is deemed to be "sexually hostile"?

**Sincerely, Sensing  
Hostility**

**Dear Sensing Hostility...** The Supreme Court said in the case of Meritor Savings Bank vs. Vinson that for sexual harassment to violate Title VII, it must be "sufficiently severe or pervasive" to alter the conditions of [the victim's] employment and create an abusive working environment." 106 S. Ct. at 2406 (quoting Henson v. City of Dundee, 682 F.2d at 904. Since "hostile environment" harassment takes a variety of forms, many factors may affect this determination, including: (1) whether the conduct was verbal or physical, or both; (2) how frequently it was repeated; (3) whether the conduct was hostile and patently offensive; (4) whether the alleged harasser was a co-worker or a supervisor; (5) whether the others joined in perpetrating the harassment; and (6) whether the harassment was directed at more than one individual.

In determining whether unwelcome sexual conduct rises to the level of a "hostile environment" in violation of Title VII, the central inquiry is whether the conduct "unreasonably interfere(s) with an individual's work performance" or creates "an intimidating, hostile, or offensive working environment." 29 C.F.R. § 1604.11(a)(3). Thus, sexual flirtation or innuendo, even vulgar language that is trivial or merely annoying, would probably not establish a hostile environment.

Unless the conduct is quite severe, a single incident or isolated incidents of offensive sexual conduct or remarks generally do not create an abusive environment. A mere utterance of an ethnic or racial epithet which

A "hostile environment" claim generally requires a showing of a pattern of offensive conduct. In contrast, in "quid pro quo" cases a single sexual advance may constitute harassment if it is linked to the granting or denial of employment benefits. **Ms Millie**

## Military EO information

**EO** MG McCoy recently hosted senior leader equal opportunity training. The event highlighted the benefits of EO training for the individual senior leader and the overall Fort Leonard Wood EO senior organization. Upon the completion of the senior leaders with the Fort Leonard Wood EO charter and asked for their support by signing the charter with him. By signing the charter, post leaders re-affirmed their dedication to the our people and our mission.

### Fort Leonard Wood Equal Opportunity Charter 2007

"We, as leaders given a position of significant responsibility at Fort Leonard Wood, Missouri, affirm that we will commit ourselves to the execution of our duties in a fair and equitable manner. We will establish and foster an environment free of discrimination, sexual harassment and hostility where all of our Soldiers and Civilians will have the possibility to make a positive impact on the effectiveness of this organization.

We are committed to educate every member of our organization on their role in this endeavor in order to maximize the potential of everyone assigned to this organization; to ensure that all Soldiers and Civilians are recognized as valued members of our team; fully capable and empowered to contribute in a manner that supports the ideals, values, and objectives of our organization and the Army as a whole.

We further commit to treat all persons with dignity and respect and we will set the example for others to do the same. We will immediately and thoroughly investigate and resolve areas of contention in the work place so that all people of our organization feel they are valued